



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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Website : www.ksmumbai.com

REF. : ONGC/KS/ 22 /2023

DATE : 31/01/2023

To,
The Director (Offshore),
ONGC - WOU,
NBP Gr. Hts, BKC,
Bandra (East),
Mumbai 400051.

c/c

*Recd
D. K. Sharma*

The Director (T & FS)

The Director (Exploration)

The Director (Finance)

Subject: Out Sourcing of perennial nature of work of Trombay Terminal, WIN Platform, SCA Platform, Contracting of Roustabouts, Rig Sagar Shakti, Electrical Maintenance in Uran Plant etc.

Respected Sir,

Two tier work ethos (Contract Employment System) are not only immoral but hugely quality compromising activity, paper thin ethical practices and many more, having experienced the multiple negative outcomes or results at the end of the day, this system is neither economical too. Why we call it immoral because these contractual employees with their pattern of salaries live with their families half dead, we desist from all social responsibilities.

Trade unionism is no more demonstration, anti-management slogans, stoppage of work, violence etc. At least we in ONGC as a recognized union do not encourage such practices, unique example being our going hand in hand with managements perception of work modules during the pandemic of COVID -19, we believe in being partners towards organizational progress. Hence, we must be shared why this trend or conceptual change towards mass contractorisation.

We remain seriously concerned about the news of outsourcing our perennial nature of work to the contractors like O&M of Trombay Terminal, WIN Platform, SCA Platform, Contract of Roustabouts, Rig Sagar Shakti, Electrical Maintenance in Uran Plant etc. Accordingly, from LPG Plant Uran, information regarding status and shortage of Manpower is being collected. The service Asset in 11 High is also intended to introduce contract system and hiring roustabouts from contractor. The WIN and SCA Platform is also going to be outsourced by MH Asset. This is very unfortunate news for ONGC where sincere and dedicated manpower exists.

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We must try to recollect the situation of the entire nation due to pandemic of COVID-19. Almost entire world was stalled and our nation was no exception to it, ONGC is a prestigious organization for our nation and to maintain oil and Gas production was a very difficult task in front of us. All the transport modes like Air, Train, ST buses were stalled. ONGC employees were held up in offshore and were compelled to work in offshore for 85 days in first trip from the day lockdown was declared from 22nd March 2020 and 60 days, 45 days in three subsequent trips.

Your authority must be aware that we have lost around 11 valuable lives affected due to COVID-19. Employees who were on platform and rigs, were also affected in a large scale as result we were compelled to take shutdowns on **Rig Sagar Jyoti** and **Sagar Kiran**, still none of our regular employees demanded to abandon their respective installation with the fear of getting effected.

In more than 40 years our regular employees are operating and maintaining all the offshore installations. It's no secret that our production platforms and some rigs are so old that they require very frequent maintenance, most of the machinery of platform and Rigs are over living their designed life, every installation is starving for spares, procurement is becoming increasingly impossible as many of them are not available in the market. Most of the manufacturing companies have closed down.

Its more than over dew, when we should adopt equipment's and machineries matching the present technology, which requires lesser space to accommodate, new available equipment's/machineries are so designed that they work more efficiently by using less electric power/fuel. We are wasting time and money on going backwards by thinking in the lines of contract system. The need of the hour is longer and qualitative solutions.

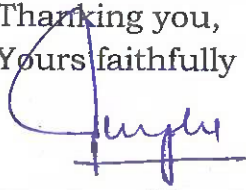
Following are the disadvantages if we outsource the job and adopt contract system of employment.

1. Our burning and continued burning experience is that contractors do not provide technically qualified manpower and most unfortunately officer incharge does not feel he is accountable even though the work suffers
2. There is no responsibility to contract workers if the property of ONGC is damaged.
3. Belongingness towards organization is paper thin after joining they start comparing themselves with regular employees, their work attitude largely creates duplication of work.
4. Contractual employees are exploited by contractors by not paying their statutory dues.
5. No labour laws are followed by the contractor.
6. Though we are '**Maharatna Status**' company and earning huge profit we pay meagre salaries to contractual employees which is a social crime.

We strongly oppose and condemned the motive of management of outsourcing our core activities. It's like, if not privatization practicing the same within, this is hugely dishonoring the sincere and dedicated put in year after year by the regular employees to maintain the Oil and Gas production levels.

Your esteemed authority is requested to kindly give direction to the management in Mumbai Region to desist from such activities. We hope your authority will not compel us to resort to direct action. Also kindly give direction to the authorities in Mumbai Region to discuss the issue with our union, recognized in Mumbai Region.

Thanking you,
Yours faithfully

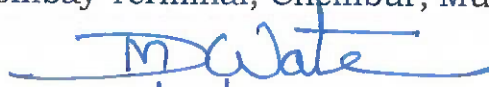


o/c

(Pradeep Mayekar)
General Secretary

Copy to :

1. ED-Chief ER, ONGC, Deendayal Urja Bhavan, Vasant Kunj, New Delhi 110070.
2. ED-HRO, ONGC-WOU, NBP Gr. Hts, BKC, Bandra (E), Mumbai 51.
3. ED - CDS, ONGC-WOU, 11 High, Sion, Mumbai 400017.
4. ED - MH Asset, ONGC-WOU, Vasudhara Bhavan, Bandra (E), Mumbai 51.
5. ED - B&S, ONGC-WOU, Vasudhara Bhavan, Bandra (E), Mumbai 51.
6. ED - N&H, ONGC-WOU, Vasudhara Bhavan, Bandra (E), Mumbai 51.
7. ED - HDS, ONGC-WOU, 11 High, Sion, Mumbai 400017.
8. ED - Chief Deep Water, ONGC-WOU, 11 High, Sion, Mumbai 400017.
9. ED - COL, ONGC-WOU, 11 High, Sion, Mumbai 400017.
10. ED-Plant Manager, ONGC-WOU, Dronagiri Bhavan, LPG Plant, Uran, Raigad.
11. ED-Plant Manager, ONGC-WOU, LPG Plant, Hazira, Surat, Gujrat.
12. ED - Chief Logging Services, ONGC-WOU, 11 High, Sion, Mumbai 400017.
13. ED - Head Logging Services, ONGC-WOU, 11 High, Sion, Mumbai 400017..
14. GGM-Head HRD, ONGC, Deendayal Urja Bhavan, Vasant Kunj, New Delhi 70.
15. GGM - Head Well Services, ONGC-WOU, 11 High, Sion, Mumbai 400017.
16. CGM - Head Deep Water, ONGC-WOU, 11 High, Sion, Mumbai 400017.
17. CGM - LM Cementing, ONGC-WOU, 11 High, Sion, Mumbai 400017.
18. CGM - Area Mgr, Trombay Terminal, Dronagiri Bhavan, LPG Plant, Uran, Raigad.
19. GM I/c HR-ER, ONGC-WOU, MH Asset, V. Bhavan, Bandra (E), Mumbai 51.
20. GM I/c HR-ER, ONGC-WOU, 11 High, Sion, Mumbai 400017.
21. GM I/c HR-ER, ONGC-WOU, Phase I, Panvel, Raigad.
22. GM I/c HR-ER, ONGC-WOU, LPG Plant Uran, Dronagiri Bhavan, Raigad.
23. GM I/c HR-ER, ONGC-WOU, LPG Plant Hazira, Surat, Gujrat.
24. GM I/c IR, ONGC-WOU, NBP Gr. Heights, BKC, Bandra (E), Mumabi 51.
25. GM I/c Trombay Terminal, Chembur, Mumbai 400074.


1/2/2023

Handwritten note:
V.M. 1/2/23